



The 1st RADAR Debate:

“This House believes the majority of disabled people can and should work”

The Brit Oval, Monday 1st September 2008

Questions and Comments to the Panel, followed by closing remarks from the Panelists

19 LIZ SAYCE Okay at this stage it's over to you to say anything
20 you like, comments on the motion, comments to any
21 particular panel member, or anything you think, whatever
22 you think of the motion, what needs to be in employment
23 policy. If you want to make a comment of that sort,
24 that's fine, or comment on the motion. Would anybody
25 like to start? There is a woman in the centre here,

1 I can then see a hand right over there with a watch on
2 it, it's a gentleman, I think, towards the back. Woman
3 with the white T short first. I'm going to take three
4 at once, I think, just so we give as many people an
5 opportunity.

6 FEMALE SPEAKER: My name is Kate Edmund, I'm partially
7 disabled and I don't advertise the fact. I own
8 a training company called Open Door and that works with
9 getting people back into the workplace. What I really
10 want to say is I believe passionately that having worked
11 with people who have been on health benefits for many
12 years, when you actually get somebody who has been on
13 health benefits and give them the confidence to go back
14 into employment, watch out, because they are eager,
15 keen, and determined they make first class employees,
16 and they are able to benefit not only just the company
17 but the society, their families and community. And so I
18 really believe in this motion and on a second vote,
19 Rachel, if you've ever thought of going into politics,
20 I think you'd be dangerous.

21 LIZ SAYCE: Thank you very much. There are actually two
22 people over there both of whom who have watches on.
23 They'd better both speak.

24 MALE SPEAKER: Alan Wheatley, life long disabled person,
25 terminated from employment rehabilitation centre in 1978

1 as too slow to benefit from any further Government
2 funding or whatever, and graduated 1997, jobseeker's
3 allowance claimant and volunteer ever since. As an ICT
4 Teaching Volunteer I have been praised for endless patience
5 with slower learners through having been a slower learner
6 myself, and am now therapeutically employed as disabilities
7 spokesperson for London Green Party, volunteering. The
8 earnings allowance for jobseeker's allowance claimants
9 has remained at five pounds per week since 1988, that's
10 now less than an hour on the national minimum wage. Job
11 Centre Plus call centre lines are in meltdown. That had
12 been my biggest obstacle to getting into paid work from
13 having been successful as a volunteer, and I've been
14 advised that my successful volunteering, successful as
15 a volunteer, would rule against me making a successful
16 IB claim.

17 LIZ SAYCE: Thank you very much. I think that raises some
18 important issues about flexibilities and how you get --
19 you know, how you have rules that actually liberate
20 people so you can move from volunteering into doing X
21 hours per week and doing working earning a certain
22 amount per week, whether you're on jobseeker's allowance
23 or other types of benefit. I think there are some
24 disincentives in the system at the moment which need
25 addressing. Thanks for that point.

1 There was somebody else, yes. Gentleman with the
2 glasses.

3 MALE SPEAKER: Hello, I'm Steven. One thing I'd like to say
4 is that where disabled people are working for public
5 authority, they [the public authority] should be encouraged
to offer some
6 training. For example, for 27 years I was working for
7 a well known public authority, and we were told that
8 training for the disabled was on the intranet, whilst the
9 intranet wasn't open to staff, well, to get that you had
10 to be on full pay [as an] officer of the authority so
11 therefore, disabled people were denied the training
12 that's going to increase their skills. The other thing
13 is that the right for disability leave, where disabled
14 people need time off for their disability, that could be
15 quite useful. Thank you.

16 LIZ SAYCE: Thank you very much. Training and skills
17 development is hugely important and disabled people miss
18 out. Yes, I have a gentleman there, I think it's Danny.

19 MALE SPEAKER: High I'm Danny West and run my own training
20 and leadership and coaching consultancy, and I work with
21 RADAR in the leisure programmes. There are a variety of
22 changes in vote on this table, but we felt that any
23 party manifesto in terms of employment policy should be
24 or include and have an emphasis on having policies and
25 services that are personalised to the individual. All

1 disabilities and long-term health conditions affect
2 people individually, and therefore, policies and
3 practices and services should be individualised. We
4 also agreed that there is not enough incentive for
5 employees to employ disabled people or people with
6 long-term health conditions. In fact if anything,
7 employers do not want to employ disabled people or
8 people with long-term health conditions because we might
9 cost them money or cause all sorts of issues and
10 problems. So then we felt there should be more
11 incentive to employees, and the third point, I can't
12 remember, so I'm going to ask my colleague over there,
13 Mike, to just respond to the third point.

14 MALE SPEAKER: The third point was the point Kate Green had
15 made, that we should [look at the] responsibilities of
16 employers, we've looked at what employers can get, which
17 is support when they take on disabled people, but
18 particularly in this economic climate, you know, we
19 don't think that employers are doing enough, and we
20 don't think that the present system, the DDA on its own
21 is enough to do the job.

22 LIZ SAYCE: Thank you very much. I'll take one more and
23 then see if anybody from the panel wants to come back on
24 any of these comments. He here at the front.

25 MALE SPEAKER: My name is Asif and I'm talking about access

1 to work. Deaf and disabled people need support to get
2 volunteer opportunities, build their confidence and get
3 skills et cetera, and then they can actually start to
4 transition into paid work, but at the moment, there are so
5 many different, confusing job allowances and things like
6 that and benefits, that I think it would be much better
7 if we had just one benefit that could actually support
8 deaf and disabled people to get voluntary employment as
9 well as them transitioning into paid employment. And
10 also so that they can gain the basic skills they need
11 perhaps in English and maths et cetera so they can do it
12 step by step so that people can actually go
13 up for skills and be promoted in the right way.

14 LIZ SAYCE: Thank you very much. I'm just going to see
15 whether -- I'll come back to you in a second, whether
16 anybody from the panel wants to come back on anything
17 we've heard. I'm going to give everybody on the panel
18 a last moment before the final vote but any comments on
19 what you've just heard? David?

20 DAVID FREUD: I do really agree with what Danny and Asif are
21 saying, and actually, the provision in this area should
22 be personalised. I thought that the way that the state
23 had been going, which was cutting, slicing and
24 categorising people, is actually, in the end, not going
25 to produce programmes that are really targeted and honed

1 in on what they actually need. I think, if you can get
2 the right target, and in my book, I suggest in my report
3 I suggested that 3 years in the world of work get them
4 in and keep them in and not necessarily in the same job,
5 but moving around maybe some training, the whole
6 process, is a real target, not the kind of 13-week job
7 type; targets that this kind of community actually needs.
8 I think if you've got this right target, you are the --
9 the provider, the community, is forced down the road to
10 individualise the support, because I don't think you can
11 cheat and play games if you've got the right target, and
12 I actually think, then, you can treat people as
13 individuals because everyone has got a different set of
14 needs to get back into the workplace. So that's the
15 point of having that kind of provision, and I think it
16 would do an awful lot for some of the groups that you're
17 talking about.

18 LIZ SAYCE: Thank you. Kate.

19 KATE GREEN: I just wanted to pick up the point, and the bit
20 about illogicalities on the benefits system because they
21 are a myriad and I hold out no great hopes that the latest
22 Green Paper's ideas for simplification will produce any
23 such result. I just wanted to mention one other one
24 that I think there's actually quite a serious issue.
25 I completely agree with Alan that failure to operate the

1 (inaudible) since 1998 is absolutely shameful ... --
2 1980, sorry. We often see disability living allowance
3 very poorly administered as a benefit that as was
4 pointed out earlier is (inaudible) but where we seek
5 both frequently being reassessed for DLA, in
6 contravention of what should happen when they move into
7 paid work. And that is just a nonsense and not
8 acceptable, and I think it's -- problems in the way the
9 benefits system is designed and administered that
10 there's a lot more we should be saying if we're serious
11 about the it as a protection and means of preventing
12 people of getting out of poverty because it's not
13 working that way round now.

14 RACHEL PERKINS: I'd like to agree with you Kate and
15 actually just extend that a little bit because actually,
16 even where it does work, it takes so long to work. It's
17 all very well having, for example, linking rules, but if
18 it takes three months for your benefit to be reinstated
19 you've got three months with no money. So I think the
20 operation of the systems is something that certainly our
21 experience of job centres is they don't always tell you
22 what is available. One has to remind them what they
23 have available before they know it exists. I think
24 also, to take a precautionary note about voluntary work
25 and social enterprises and social firms, whenever I talk

1 about mental health problems, and employment, it quickly
2 often slides into voluntary work and social firms and
3 social enterprises, something other than that nice,
4 proper real paid work. I've no objection to
5 volunteering, it's really useful of itself. [but] There's
6 absolutely no empirical evidence that it helps you get open
7 employment ... likewise social firms may be important in and
8 of themselves but if we restrict people in certain
9 groups and disabled groups of people to those
10 opportunities then we're restricting them to a very small
11 segment of the employment market and often one where
12 they're not paid the working wage. Social enterprises,
13 you don't have to [pay the working wage], and most social
14 firms that I've met
15 that [have] people with mental health problems working in
16 them,
17 they are there for working experience and only earn
18 five pounds a day or whatever the sum is. Let's be
19 careful and focus on real work here and adjustments for
20 real work, not --

19 LIZ SAYCE: Thank you. Bert?

20 SIR BERT MASSIE: Thank you Liz. Of course all the
21 questions relate to the minority of disabled people.
22 I'll just remind you of this. --

23 MALE SPEAKER: Sorry can I just respond to what was said
24 about voluntary work. Because sometimes people get --
25 deaf people get so frustrated with applying for a job

1 and failing and failing, and it just, you know, their
2 confidence gets lower and lower. So it's very important
3 to actually consider that in that and that's why we end
4 up going for voluntary work initially so they can build
5 up those skills and confidence.

6 SIR BERT MASSIE: Thank you. Where was I? All the
7 questions have referred to a subset of a subset of
8 disabled people, a minority. It's not the motion, let's
9 be reminded of this. Even when you look at -- even
10 when -- I'll see the hecklers later.

11 FEMALE SPEAKER: It doesn't say anything about paid work it
12 says work. And in respect of older people who work and
13 younger people who work. [OVERSPEAKING]

14 SIR BERT MASSIE: Now then, the issue is that even on the
15 figures we have of people who are working age, you can't
16 make a rational judgment that they're more than half
17 able to work because we don't know the figure. The
18 discussion about volunteering, these are largely people who
19 in many cases who have not worked. Many people have
20 gone through the education system and haven't had jobs,
21 and therefore don't even register on the incapacity
22 level figures. There just invisible and living on
23 income support, usually in pretty diabolical conditions.
24 And they are people who don't have opportunities and if
25 we're going to say those people can and should work,

1 there is a question about whether they can work as Kate
2 was saying, a massive issue about whether they should.

3 And the other questions to talk about
4 personalisation and support. I've been attending
5 conferences like this for nearly 40 years, and time and
6 time again over those years we've heard about the need
7 for support. Time and time again you've heard
8 politicians promise it. Time and time again we've seen
9 the promise fall short of what's required. And the
10 people who suffer at the end of the day are disabled
11 people. And if you're going to move on with this [motion],
which

12 will give the Government huge comfort, it allows them to
13 say, "Ah we've got all the support services there." What
14 we should be saying is if we're going to change the
15 motion, when and only when we put in all this
16 personalised support. And the Government can even think
17 about (inaudible) so it ain't gonna happen.

18 LIZ SAYCE: Thank you very much. I want to take some more
19 comments from the floor. I've got three over there.
20 Steve, and I've got Paul behind him, and I've got Roy
21 Sainsbury at the back. I'll take those three first.

22 MALE SPEAKER: We looked at one of the things, so perhaps
23 building on what Bert was saying, there ought to be
24 certainly joined up strategy by the Government because
25 work is not just a DWP issue; it certainly links into the

1 DRH, DS and other groups. You cannot have Government
2 pushing for a welfare to work programme when something
3 as minor as a 16-hour rule prevents people from getting
4 the work experience, whether it should be benefit or
5 access to work or other programmes. One particular
6 programme, work step, which is for those farthest away
7 from the labour market, sorry Rachel, for using that
8 expression, you cannot be supportive under that unless
9 you can achieve 16 hours or more so that's a barrier.

10 LIZ SAYCE: Thank you we'll definitely add that to our list.

11 MALE SPEAKER: The other one is realistic and flexible
12 support. If you can have interpreters on demand, why
13 can't you have councillors on demand?

14 MALE SPEAKER: Hello. A very interesting discussion.
15 I just want to talk about the role of independent advice
16 and guidance services. We've heard about the problems
17 people have with their disability living allowance
18 claims when they go back into work, there's a tremendous
19 amount of problems with the entitlement tests for
20 incapacity benefit which are probably going to continue,
21 so for the number of appeals, and that financial
22 insecurities [are] a big barrier to moving back into work.
As
23 we've heard from Andrew, independent self-help advocacy
24 groups are facing funding promises, many disability
25 information and advice lines are facing problems and

1 many independent advice providers can't get funds from
2 central Government and local authorities and people
3 don't know where to go to get the advice about basic
4 financial security. If you do not have that you'll be
5 extremely reluctant to jeopardise that by moving back to
6 work.

7 LIZ SAYCE: Thank you. Another important point. Roy?

8 MALE SPEAKER: Thank you. My name is Roy Sainsbury, I work
9 at the university of York. I've got four things to say.
10 Very quickly. I think thinking about the Green Paper,
11 the rhetoric is very, very (inaudible) I've found. Too
12 much stick in the rhetoric and not enough carrot. If we
13 believe those people, disabled or not, want to work,
14 then let's encourage them to work and not start off with
15 what the going to happen to you if you don't. I'll make
16 a plea for looking at the benefits system and simplifying
17 it drastically so it works with policy and not
18 against it at present, and I think there's a bit in the
19 Green Paper about that, and I disagree with Kate Green
20 that it's not going to help. I think it's a step in the
21 right direction. Watch out for conditionality ... Lord
22 McKenzie hinted in the future it might attract greater
23 conditionality what he meant was not just coming in for
24 interviews, quite uncontroversially most people don't
25 mind coming in for interviews, most people quite like

1 it, but when you start telling people "You've got to do
2 something" you possibly damage the goodwill between
3 people in Job Centre Plus and disabled people
4 themselves. I think that's a fragile relationship that
5 could be destroyed if you ask job centre staff to be bad
6 cop as well as good cop.

7 Every pound invested is worth £1.50 or something
8 like that although the logic of that seems inescapable if
9 you can double the access to work budget why can't you double
10 Pathways - 1.50 for every pound. If the Government without
11 an
12 message and the political parties want a message then go
13 for it.

13 LIZ SAYCE: Thank you we're getting lots of good
14 suggestions. I've got a lady in pink on the front
15 table. I've got David Pink there, I've got is it Ray on
16 that next table and a guy behind him. That's four.

17 FEMALE SPEAKER: Thank you very much. I've been trying to
18 get work. I've been to the job centre. Some people are
19 saying to me "We're going to try you on work." That
20 didn't work. Now what work can I try? What can I try?
21 What can I try?

22 LIZ SAYCE: That's a really good question. Can we come back
23 to the answer when we've heard other people's statements
24 in a moment?

25 FEMALE SPEAKER: I'm fed up of going to job centres and

1 I went for an interview, but I went to a job, I went
2 through an interview, one person had gone in before me.

3 LIZ SAYCE: Would it be possible to have a word after this
4 session? I think, depending where you live there may be
5 other places you could go that might be able to support
6 you to get a job, but I think other people on the panel
7 might want to come back in a moment. I just think what
8 you're saying is really important because so many people
9 are actually going to job centres and trying to get
10 jobs, but actually not getting them. It's not about --
11 the question is not about people not wanting work it's
12 about how people are properly supported to get those
13 jobs.

14 FEMALE SPEAKER: Exactly.

15 LIZ SAYCE: Thanks. Let's have a quick word afterwards and
16 see if there's anywhere else that might be able to help.
17 Okay. David?

18 MALE SPEAKER: My name is David Pink. Most of us voted
19 for this at the start. And Bert made a point a while
20 ago. He said that if we vote for this it will bring
21 great comfort to the Government. I don't think it's
22 just a cheap point. It says "This house believes that the
23 majority of disabled people can and should work". People
24 outside this room can read on from that to read in that
25 these lazy disabled people should get off their bums and

1 get into work. So although we've been told we can't do
2 it, I think the motion should be amended to add "And
3 that much more needs to be done to encourage, support,
4 and protect the employment of disabled people." Most of
5 the speakers are talking in terms of that, most of the
6 people from the floor have talked in terms of that, and
7 I think the motion is deceptive without those words
8 added.

9 LIZ SAYCE: Okay. Thank you for that suggestion. We'll
10 come back to that thought in a moment but there seems to
11 be quite a lot of consensus on some of the things that
12 need to change. We had ray and the man immediately
13 behind him.

14 MALE SPEAKER: I was just going to say that, you know, what
15 people have said, but the thing about the benefits
16 business is really out of order in a way. It's been
17 there for many, many years and all the time -- I'm
18 a member of that. But I can -- I know that I can speak
19 for my fiancé. She has been on a couple of jobs and
20 stuff like that. How can we explain about what it does.
21 She does a bit of work for stars in the sky, which is
22 a dating agency for people with learning disabilities and
stuff
23 like that, and she was one of the first ones who went in
24 and stuff like that. Why is it that she can't get any
25 sort of jobs at the moment, and what can she do to get

1 a job that pays well an stuff like that?

2 LIZ SAYCE: Thank you. A similar point in a way to one of
3 the points your colleague was making about people
4 getting stuck in doing voluntary work and I think that's
5 about getting the support right and the encouragement to
6 people to actually support people to get out and get
7 into the workplace with the right support, but also
8 making sure employers don't discriminate, very
9 importantly. Thank you very much.

10 The gentleman behind you.

11 MALE SPEAKER: I'm Gary Bourlet, I'm a part of the People
12 First movement. If we don't get people into -- people
13 with learning difficulties into work, we're all going to
14 be stuck within day centres, respite care, residential
15 homes, which are all types of institutions. Now, the
16 people who want us to go to places that are open so they
17 can keep us there are parents, carers and service
18 providers, and they are -- it's an anti feeling against
19 people with learning difficulties, and people with
20 learning difficulties have a right to employment,
21 a right to job security, a right to a good career, and
22 a better housing conditions. My personal situation,
23 I've moved from Swindon to Reading so I could be closer
24 to my job in London. I have great difficulty in moving.
25 I have no chance of having Social Services support in

1 that, and have a circle of friends who help me to get
2 from there. I have to get from Reading to London,
3 which takes me one-and-a-half hours, and then
4 one-and-a-half hours back. And it costs me nine pounds.
5 When it all adds up, I'm paying over £120 in travelling.
6 I think. If you're going to get people with learning
7 difficulties into work then you've got to give them
8 sweeteners like free travel to their work, and better
9 job security, better pay, and better travelling and
10 better housing. All these are adding up. It's not the
11 fault of the people in the organisation that are not
12 funded well. They should be funded 100 per cent by the
13 Government for the advocacy movement, and helping --
14 getting people, they want to say 80 per cent of people
15 with disabilities into work, well we'd like to see 80
16 per cent of people with learning difficulties in our
17 organisations working. Instead, of going to a day
18 centre, so they can have job security and have their own
19 homes.

20 LIZ SAYCE: Thank you. Powerful stuff. I am really sorry,
21 but I think I'm going to have to -- okay, I'll take
22 those two, and then, so I've got a woman who is quite
23 close to Ray just there holding her hand up, and
24 Adrian, and then we're stopping. I'm sorry. Please
25 write any comment down on those sheets of paper because

1 we'll add them to our website.

2 FEMALE SPEAKER: Hello you've been going on about Pathways
3 employment agencies. I disagree with you because I've
4 been with them 7 years, and they put me in Social
5 Services working there making teas and coffees. And
6 during the period of Ramadan I fainted and those, an
7 independent worker for Pathway didn't even come back and
8 tell me that those people didn't want me to work in
9 Social Services any longer. How can you say Pathways
10 are reliable employment agency? Because it's not.

11 LIZ SAYCE: Thank you very much. I think we need to
12 feedback those comments and work to improve Pathways as
13 well.

14 MALE SPEAKER: We have three main points on the feedback
15 thing but the top one is the enforcement of the
16 Disability Discrimination Act and amending it to
17 similar regulations that have been happening in
18 Northern Ireland that are for religious discrimination;
19 those are by far the most effective because they are the
20 strongest. Also, they are backed up by nightly kind of
21 news bulletins, in the eighties for example, naming and
22 shaming employers, so unless you are going to have that,
23 you're not really going to achieve anything. And linked
24 to that, you also need to be looking at proper support,
25 which includes implementing the International Labour

1 Organisation Code of Practice on disability employment
2 in the workplace, especially I think section 150 that
3 provides that 100 per cent of the additional costs of
4 employing disabled people will be paid out of central
5 state funds not just the 80 per cent of access to work
6 now, 100 per cent, and linked to that as well, enacting
7 strong and vigorous Independent Living Bill, built on
8 Lord Ashley's Bill, worked with, for example, set provisions
and
9 amendments for all impairments, and that includes the
10 Single European Market for disabled people, people like
11 myself who are in conditions who benefit from being in
12 a hot dry climate. I couldn't get transferred within
13 the Civil Service to work abroad. Wouldn't do it.

14 LIZ SAYCE: Thank you. Very good. Okay. I'm going to give
15 one final word to each side of this debate. Could you
16 bear to decide which of you is going to give it for
17 a short time? Okay.

18 DAVID FREUD: One last comment. The thing that I am most --
19 the observation that I thought was the best of all of
20 them was David Pink's, which, you know, you really don't
21 want to do a vote that gives any comfort to Government,
22 any Government, I guess. There is a -- let's just take
23 the point, you know, to the extent that this vote is
24 saying something out into the world out there, and it
25 probably is, and it is, what -- and it will be taken as

1 something from the disability lobby, I think that it is
2 much more sensible for the disability lobby to say yes,
3 we believe we are part of society, and we want to be
4 helped right back into it and that implies that we can
5 and should work."

6 And that put you, puts the lobby on the front foot
7 to say, "We're calling for this, and we want help to get
8 it. We need the support to get it." I think that if
9 you don't vote overwhelmingly in favour of this motion,
10 you go on the back foot when it comes to calling for all
11 of the support that you need and will benefit from so
12 greatly. You and your people. So I would urge you to
13 support this motion.

14 LIZ SAYCE: Thank you very much. Bert and Kate?

15 SIR BERT MASSIE: You really shouldn't listen to those
16 words. Your vote is important and you should think
17 carefully before you cast it. You know the motion is
18 nonsense. If you vote for the motion you're actually
19 voting for a nonsense, you're voting for people with
20 Alzheimers to be brought back to work and children I've
21 already explained that. Even if you take the argument
22 for people of working age, all of the comments along
23 with a few exceptions, have been on the basis that the
24 support services are not yet there, the Social Security
25 system is not yet sufficiently sophisticated. There's

1 a whole range of things we need to do before, as
2 a disability community, we make ourselves know and say
3 yes we agree with the Government, we can and we should
4 work. If the motion was a different motion, that people
5 who can work should work, provided blah blah blah blah,
6 that's different ... that's not what you're being asked
7 to vote on. That's a very specific thing. The majority
8 of disabled people can and should work. If you really
9 vote for that, you're accepting that all of the
10 protections you've called for are not needed. You're
11 giving a flag out - "We've bought the Government's agenda".
12 Far better to say we believe in the principles of the
13 Government's agenda but actually we're brighter than that,
14 for that to work we need to do A, B and C. And then
15 list the A, B and C. For that reason I'm going to vote
16 against that motion not because I don't believe in work,
17 not that I don't believe that disabled people should and
18 work can work. I don't disagree with any of that the
19 motion before you is quite simple: the majority of
20 disabled people can and should work. Full stop. As of
21 now. There's the motion. I urge you to really think
22 this through, because your vote is important. Vote
23 against this motion but still believe passionately in
24 the rights of disabled people.

25 LIZ SAYCE: I'm going to take a vote on the motion as it

1 stands. All those in favour of the motion this house
2 believes the majority of disabled people can and should
3 work, please vote. Okay, those against.

4 SIR BERT MASSIE: You are very wise people. The pragmatic
5 people. These are people who can understand it.
6 Wisdom.

7 LIZ SAYCE: Have you counted? Counters okay? Can I just
8 ask one further question. I'm not going to do
9 abstentions this time. If we had the motion that David
10 Pink proposed: this house believes the majority of
11 disabled people can and should work -- I didn't write
12 down your exact wording -- with the right support and
13 benefits system and information advice. So with the
14 right support of the benefits system, et cetera in
15 place, if that was the motion, how many people who voted
16 against it would now vote in favour of it? I think we
17 need to reflect this on the website. Keep counting.

18 SIR BERT MASSIE: It's not strictly -- (inaudible) point.

19 LIZ SAYCE: Okay. Thank you. We will make sure what is put
20 up on our website reflects what I think is a majority
21 view that disabled people can and should work with the
22 right support and protection, which is a very important
23 message, probably, going back to what David said about
24 being on the front foot but at the same time we don't
25 want to give excessive comfort to Government. Can

1 I just say in conclusion, just from RADAR's point of
2 view, we will be working up our position on the welfare
3 reform Green Paper and we'd love to keep carrying on
4 with the conversation, so please keep in contact with
5 us. If you're putting in responses, et cetera, let's
6 try and have a united position. We want a welfare
7 reform that liberates disabled people from the fear of
8 poverty and that liberates talents, that really
9 understands that fear, and supports trying to work, and
10 moves right away from scrounger rhetoric and emphasis
11 on the stick instead of carrot and we want decent
12 careers and pay, decent skills, career progression, not
13 just any old job. I think Kate made the point about the
14 pay gap which is a disgrace. You have come up with
15 a lot of specifics ranging from changes to the benefits
16 system to making the support system work better, more
17 responsibility on employers. We have logged all those
18 points and we're going to build those into our thinking
19 and put these points on our website as well. So do look
20 on our web because the whole debate will be up there.